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Collective Bargaining Agreements

9-29-1973

Acme Markets and Retail Clerks Union, Retail Clerks International Association, AFL-CIO, Local 1245 Memorandum (1973)

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**Acme Markets and Retail Clerks Union, Retail Clerks International Association,
AFL-CIO, Local 1245 Memorandum (1973)**

Location

NJ

Effective Date

9-29-1973

Expiration Date

9-28-1975

Number of Workers

2000

Employer

Acme Markets

Union

Retail Clerks Union

Union Local

1245

NAICS

44

Sector

P

Item ID

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Keywords

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Comments

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RETAIL CLERKS UNION LOCAL 1245

R.C.I.A.AFL-CIOW A G E SMEAT MANAGERS
JOURNEYMAN MEAT CUTTERS
APPRENTICESEffective September 29, 1973 - \$20.00 per week across-the-boardEffective March 30, 1974 -*\$10.00 per week up to the applicable rate of pay.Effective September 28, 1974 -*\$20.00 per week up to the applicable rate of pay.*expires 9-28-75
per Union (LWH)*ALL FULL TIME GROCERY DEPT. EMPLOYEES
WEIGHERS
WRAPPERSEffective September 29, 1973 - \$15.00 per week across-the-boardEffective March 30, 1974 -*\$7.00 per week up to the applicable rate of pay.Effective September 28, 1974 -*\$15.00 per week up to the applicable rate of pay.

PART TIME JOURNEYMAN MEAT CUTTERS

Effective September 29, 1973 - 50¢ per hour.Effective September 28, 1974 - 50¢ per hour.

ALL OTHER PART TIME EMPLOYEES

Effective September 29, 1973 - 25¢ per hour.Effective September 28, 1974 - 25¢ per hour.REFERENCE NOTE: WAGE INCREASES

* Employees who have completed thirty (30) days of service on the payroll as of September 29, 1973 will receive the across-the-board increase except those presently over the rate will be limited to the maximum of the new job classification rate.

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PREVIOUS EXPERIENCE CREDIT

Employees hired after September 28, 1973 will receive previous experience credit for wage rates only if the previous experience is in the same classification as the new job.

HEALTH BENEFITS

Full time Employees

The Company shall, upon approval, contribute \$36.00 per month to the 1245 Health Fund.

Effective October 1, 1974 the contribution shall be increased to \$38.00 per month.

In addition to maintaining the present level of benefits, the following will be provided:

One Hundred Thousand Dollars (\$100,000)
Major Medical Coverage for full-time employees
and their families, presently covered by the
1245 Health Plan.

Dental coverage extended to both husband and
wife and/or wife and husband for employees
presently covered by the 1245 Health Plan.

Employees not presently covered by the Health Plan shall receive the above benefits as they become eligible.

Part time Employees

The Company shall, upon approval, contribute \$9.00 per month to the 1245 Health Fund.

Effective October 1, 1974, the contribution shall be increased to \$10.00 per month.

In addition to maintaining the present Optical and Dental Plan part-time employees presently covered by the 1245 Health Plan shall be covered for Hospitalization as follows:

Twenty-five Dollars (\$25.00) per day
for thirty-one (31) days,

Two hundred fifty Dollars (\$250.00)
Miscellaneous Benefits,

and Two hundred and fifty Dollars
(\$250.00) Surgical Benefits.

Part-time employees, not presently covered by the 1245 Health Plan, shall receive the above benefits as they become eligible.

VOLUME SCALES

Effective March 30, 1974

- (1) Revise volume scales for Produce Managers
- (2) Eliminate volume scales for Dairy Managers

CLASSIFICATION

Change Department Head title to Managers.

NIGHT SHIFT

Increase night shift premium from ten cents (10¢) per hour to twenty-five cents (25¢) per hour. B77
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Increase premium for Man in Charge of Night Crew from ten cents (10¢) per hour to twenty-five cents (25¢) per hour (in addition to night shift premium).

RETROACTIVITY

THE UNION NEGOTIATED SETTLEMENT SHALL INCLUDE FULL RETRO-ACTIVE PAY FOR ALL HOURS WORKED SINCE CONTRACT EXPIRATION.

PART TIME HOURS

Increase minimum daily guarantee for part time employees from three (3) hours to four (4) hours, if employee is available.

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EXHIBIT A

WAGE SCALES

GENERAL INCREASE

	Effective 9-29-73	Effective 3-30-74	Effective 9-28-74
Meat Managers	\$ 20.00	\$ 10.00*	\$ 20.00*
Journeyman Meat Cutters	20.00	10.00*	20.00*
Apprentice	20.00	10.00*	20.00*

FULL-TIME EMPLOYEES

Grocery Dept.	\$ 15.00	\$ 7.00*	\$ 15.00*
Weighers	15.00	7.00*	15.00*
Wrappers	15.00	7.00*	15.00*

PART-TIME

Journeyman Meat Cutters	.50¢ per hr.	.50¢ hr.
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ALL OTHER PART-TIME EMPLOYEES	.25¢ per hr.	.25¢ hr.
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MINIMUM WAGE RATES

JOB CLASSIFICATIONS

GROCERY DEPT. MANAGER (only in Acme Markets whose total gross sales exceed \$25,000 weekly)	\$ 165.00	\$ 172.00	\$ 187.00
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PRODUCE DEPT. MANAGER

Total weekly gross produce sales	
Up to \$2,000	\$157.00
\$2,000. - \$4,000.	162.00
\$4,000. - \$6,000.	167.00
Over \$6,000.	172.00

Up to \$4,000.	\$ 169.00	\$ 184.00
\$4,000. - \$7,000.	174.00	189.00
Over \$7,000.	179.00	194.00

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MINIMUM WAGE RATES CONT'D.

<u>JOB CLASSIFICATIONS</u>	<u>Effective</u> <u>9-29-73</u> <u>\$</u>	<u>Effective</u> <u>3-30-74</u> <u>\$</u>	<u>Effective</u> <u>9-28-74</u> <u>\$</u>
DAIRY DEPT. MANAGER (where appointed)			
Total weekly gross sales			
\$15,000. - \$20,000	147.00		
\$20,000. - \$30,000	150.00		
Over \$30,000.	153.00		
Volume Scales eliminated		\$ 158.00	\$ 173.00
HEAD CASHIER (only in Acme Markets whose total gross sales exceed \$25,000. weekly)	\$ 147.00	\$ 154.00	\$ 169.00
GENERAL CLERK			
After 30 days to 6 mos.	\$ 112.00	\$ 113.00	\$ 120.00
6 mos. to 12 mos.	116.00	118.00	125.00
12 mos. to 18 mos.	121.00	124.00	131.00
18 mos. to 24 mos.	126.00	130.00	138.00
24 mos. to 30 mos.	132.00	137.00	145.00
30 mos. to 36 mos.	137.00	143.00	153.00
Over 36 mos.	143.00	150.00	165.00
CASHIER CLERK			
After 30 days to 6 mos.	\$ 107.00	\$ 108.00	\$ 115.00
6 mos. to 12 mos.	111.00	113.00	122.00
12 mos. to 18 mos.	116.00	119.00	128.00
18 mos. to 24 mos.	121.00	125.00	135.00
24 mos. to 30 mos.	127.00	131.00	143.00
30 mos. to 36 mos.	133.00	137.00	152.00
Over 36 mos.	138.00	145.00	160.00

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MINIMUM WAGE RATES CONT'D.

<u>JOB CLASSIFICATIONS</u>	<u>Effective</u> <u>9-29-73</u> <u>\$</u>	<u>Effective</u> <u>3-30-74</u> <u>\$</u>	<u>Effective</u> <u>9-28-74</u> <u>\$</u>
MEAT MANAGERS			
Trainee ..	195.00 203.00	205.00 213.00	225.00 233.00
JOURNEYMEN MEAT CUTTERS			
First 6 mos.	\$ 185.00	\$ 195.00	\$ 215.00
Thereafter	190.00	200.00	220.00
PART TIME MEAT CUTTERS	\$ 4.225 hr.	4.225 hr.	4.725 hr
APPRENTICES			
First 6 months	\$ 114.00	\$ 124.00	\$ 144.00
Second 6 months	122.00	132.00	152.00
Third 6 months	132.00	142.00	162.00
Fourth 6 months	142.00	152.00	172.00
Fifth 6 months	153.00	163.00	183.00
Sixth 6 months	164.00	174.00	194.00
Thereafter to Journeyman Rate	190.00	200.00	220.00
SPECIAL CLERK (Meat and Deli)			
After 30 days to 6 mos.	\$ 107.00	\$ 108.00	\$ 115.00
6 mos. to 12 mos.	111.00	113.00	122.00
12 mos. to 18 mos.	116.00	119.00	128.00
18 mos. to 24 mos.	121.00	125.00	135.00
24 mos. to 30 mos.	127.00	131.00	143.00
30 mos. to 36 mos.	133.00	137.00	152.00
Over 36 mos.	138.00	145.00	160.00
WEIGHERS & WRAPPERS (Meat and Deli)			
After 30 days to 6 mos.	\$ 107.00	\$ 108.00	\$ 115.00
6 mos. to 12 mos.	111.00	113.00	122.00
12 mos. to 18 mos.	116.00	119.00	128.00
18 mos. to 24 mos.	121.00	125.00	135.00
24 mos. to 30 mos.	127.00	131.00	143.00
30 mos. to 36 mos.	133.00	137.00	152.00
Over 36 mos.	138.00	145.00	160.00

MINIMUM WAGE RATES CONT'D.

<u>JOB CLASSIFICATIONS</u>	<u>EFFECTIVE</u> <u>9-29-73 - SUNDAY</u>		<u>EFFECTIVE</u> <u>9-28-74 - SUNDAY</u>	
PART-TIME EMPLOYEES				
30 days to 6 mos.	\$ 2.15	3.225	\$ 2.30	3.45
6 mos. to 12 mos.	2.25	3.375	2.40	3.60
12 mos. to 18 mos.	2.35	3.525	2.50	3.75
18 mos. to 24 mos.	2.45	3.675	2.60	3.90
24 mos. to 30 mos.	2.55	3.825	2.75	4.125
30 mos. to 36 mos.	2.70	4.05	2.95	4.125
Over 36 months	2.95	4.425	3.25	4.50
UTILITY CLERKS				
After 30 days	<u>\$ 2.15</u>		<u>\$ 2.20</u>	
After 3 months	2.25		2.30	
After 6 months	2.30		2.40	
After 1 year	2.40		2.50	

Retail Clerks Int'l. Union
791 Passaic Avenue
Clifton, New Jersey 07012

		(1)	(2)	(3)
NOV 26 1973				
#6701	Acme Markets, Inc. Division No. 7, in Northern New Jersey.		Your Local #1245.	(1) 9/73 2,000